DOCUMENT RESUME

ED 480 986 HE 036 166

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TITLE	Faculty Salaries, 2002-03.
INSTITUTION	National Education Association, Washington, DC. Office of Higher Education.
PUB DATE	2003-09-00
NOTE	8p.; Published irregularly.
AVAILABLE FROM	For full text: http://www.nea.org/he.
PUB TYPE	Collected Works - Serials (022) -- Reports - Descriptive (141)
JOURNAL CIT	NEA Higher Education Research Center Update; v9 n4 Sep 2003
EDRS PRICE	EDRS Price MF01/PC01 Plus Postage.
DESCRIPTORS	*College Faculty; Educational Trends; Higher Education; Private Colleges; Public Colleges; *Teacher Salaries; Trend Analysis

ABSTRACT

The U.S. Department of Education collects faculty salary data from all accredited postsecondary institutions. The early-release version of this data is the basis of this report. Data include only public and private not-for-profit degree-granting institutions (3,275 institutions). Only 9/10 month faculty members' salaries are reported unless otherwise noted. Most such faculty taught at public institutions (71%). Among baccalaureate institutions, however, private institutions employed more faculty members than public institutions, at 20,789 compared with 7,711. Professors make up the largest share (29%) of faculty members. Only 15% of all faculty members are employed on 11/12 month contracts. In constant 2002-2003 dollars, this year's average salary is 5% higher than the 1972-1973 salary level. This continues an upward trend that began in 1997-1998. In 2002-2003, the average salary for faculty at public doctoral institutions was $66,734, some $9,940 less than the $76,674 earned by those who taught in private doctoral-granting institutions. Perennially, women in academe have earned less than their male counterparts; this trend continued in 2002-1003. The highest average salary for public faculty members by state was in California, and the lowers-paid faculty members were in North Dakota. Overall, faculty members were better off than they were in 1972-1973, but the gains were not evenly distributed. (SLD)

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ED 480 986

Faculty Salaries, 2002-03

NEA Higher Education Research Center

Vol. 9 No. 4

September 2003

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Office of Educational Research and Improvement
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NEA HIGHER EDUCATION RESEARCH CENTER Update
VOLUME 9 • NUMBER 4 • SEPTEMBER 2003

Faculty Salaries, 2002-03

INTRODUCTION

Even though the economy is bad, faculty salaries continue to increase. However, purchasing power has remained relatively static since 1972-73. In 2002-03, the overall average salary for faculty members on 9/10 month contracts was $61,501—a 2.7 percent increase since 2001-02. Faculty members in private institutions earned $65,069, which was about $5,000 more than the salary of $60,071 earned by those in the public sector. The 15 percent of faculty members on 11/12 month contracts earned an average of $75,591 in 2002-03. Overall, the number of 9/10 month faculty increased 2.9 percent from 2001-02 to 2002-03.

TABLE 1

Number of full-time faculty on 9/10 month contracts by institutional type and faculty rank: 2002-03

	Public	Private	Total
Total	301,432	122,488	423,920
Institutional level			
Associate	93,687	1,003	94,690
Baccalaureate	7,711	20,789	28,500
Comprehensive	57,596	40,215	97,881
Doctoral	142,438	60,481	202,919
Faculty rank			
Professor	81,866	39,557	121,423
Associate	63,355	32,897	96,252
Assistant	67,066	35,424	102,490
Instructor	50,313	7,738	58,051
Lecturer	11,259	3,751	15,010
No rank	27,573	3,121	30,694

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary data file, 2002-03 (early release)

The U.S. Department of Education collects faculty salary data from all accredited postsecondary institutions; the early-release version of this data is the basis of this report. The data reported herein include only public and private, not-for-profit, degree-granting institutions (3,275 institutions); therefore, averages reported may diverge from others' that use a different set of institutions in their analyses. Unless otherwise noted, only 9/10 month faculty members are reported in this analysis.

FACULTY COMPOSITION

The majority of faculty on 9/10 month contracts taught at public institutions. Of a total of 423,920 faculty members, 301,432 (71 percent) taught in public institutions (Table 1). It is only in baccalaureate institutions that private institutions employ more faculty members than public institutions, 20,789 compared with 7,711. Professors make up the largest share (29 percent) of the total number of faculty members. Only 15 percent (74,621) of all faculty members are employed on 11/12 month contracts.

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FACULTY SALARIES

In constant 2002-03 dollars, this year's average salary is 5 percent higher than the 1972-73 salary level ($61,501 compared with $58,816, Table 2)—this continues an upward trend that began in 1997-98. However, a closer look at the figures indicates that of all the ranks, only professors and instructors accounted for the increase; faculty in every other rank showed a decrease in purchasing power based on the 1972-73 average.

Faculty members in community colleges have lost purchasing power over the long-term while those in private colleges and universities have gained 14 percent in purchasing power (Table 3). In comparison, faculty members in public institutions have just barely held even with a 1 percent increase in purchasing power over the thirty-year period.

In 2002-03, the average salary for faculty at public doctoral institutions was $66,734, which was the highest in the public sector, but $9,940 less than the $76,674 earned by those who taught in private doctoral-granting institutions (Table 4). Overall, a $4,998 salary differential existed between the $60,071 earned by faculty members teaching in public institutions and the

TABLE 2

Average salaries for full-time faculty on 9/10 month contracts in constant 2002-03 dollars by faculty rank: 1972-73 to 2002-03

	1972-73	2002-03	Percent change
All ranks	$58,816	$61,501	4.6%
Professor	81,459	83,606	2.6
Associate	61,882	60,544	-2.2
Assistant	51,083	50,606	-0.9
Instructor	45,596	48,613	6.6
Lecturer	49,418	42,738	-13.5
No rank	53,830	46,398	-13.8

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary data file, 2002-03 (early release).

TABLE 3

Average salaries for full-time faculty on 9-month contracts in current and constant 2002-03 dollars by institutional type: 1972-73 and 2002-03

	All faculty	PUBLIC INSTITUTIONS			PRIVATE INSTITUTIONS		
		Total	4-year	2-year	Total	4-year	2-year
				CURRENT DOLLARS			
1972-73	13,856	14,016	14,417	12,919	13,452	13,622	9,288
2002-03	61,501	60,071	63,524	52,377	65,069	65,278	35,804
				CONSTANT 2002-03 DOLLARS			
1972-73	58,842	59,520	61,223	54,861	57,126	57,847	39,444
2002-03	61,501	60,071	63,524	52,377	65,069	65,278	35,804
Percent change from 1972-93 to 2002-03	4.5	0.9	3.8	(4.5)	13.9	12.8	(9.2)

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary data file, 2002-03 (early release), and U.S. Department of Education, National Center for Education Statistics, *Digest of Education Statistics, 2001*.

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TABLE 4

Average salaries for full-time faculty on 9/10 month contracts by institutional level: 2002-03

	Public	Private	Total
Average	$60,071	$65,069	$61,501
Institutional level			
Associate	52,377	35,804	52,226
Baccalaureate	51,985	53,003	52,724
Comprehensive	57,080	54,077	55,860
Doctoral	66,734	76,674	69,688

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary data file, 2002-03 (early release).

TABLE 5

Average salaries for professors on 9/10 month contracts by institutional level: 2002-03

	Public	Private	Total
Average	$77,089	$86,662	$79,942
Institutional level			
Associate	62,384	43,291	62,252
Baccalaureate	67,020	69,858	69,193
Comprehensive	73,324	68,565	71,463
Doctoral	88,751	104,680	93,651

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary data file, 2002-03 (early release).

TABLE 6

Average salaries for full-time faculty on 9/10 month contracts by gender and institutional level: 2002-03

	Public		Private	
	Women	Men	Women	Men
Total	$53,453	$64,608	$56,144	$70,116
Institutional level				
Associate	50,719	54,006	36,350	34,823
Baccalaureate	48,467	54,176	49,459	55,015
Comprehensive	52,832	59,979	50,049	56,749
Doctoral	56,629	72,130	64,258	82,873
Faculty rank				
Professor	70,924	79,928	78,466	89,168
Associate	55,923	60,498	58,257	63,043
Assistant	47,702	51,832	48,420	53,512
Instructor	42,772	42,961	38,202	39,701
Lecturer	41,201	46,993	41,796	47,956
No rank	42,233	45,064	48,478	51,591

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary data file, 2002-03 (early release).

$65,069 earned by those in private institutions. At the associate-granting and comprehensive levels, faculty members in public institutions earned more on average than did those at private institutions.

Professors receive the highest salaries in colleges and universities. The average salary for professors in the public sector lags that earned by those in private institutions. Professors at private doctoral-granting institutions earned the highest average salary, $104,680. This was significantly higher than that earned by professors in public doctoral granting universities (Table 5).

SALARIES BY GENDER

Perennially, women in academe have earned lower average salaries than their male counterparts. The trend continued in 2002-03: men faculty members at public institutions earned an average salary of $64,608, $11,155 more than women. In private institutions the difference was $13,972 (Table 6). The greatest difference is seen in the professor ranks, where men earned $9,004 more in public institutions than women, and $9,702 more in private institutions. With the exception of private associate-degree granting institutions, the average salary for male faculty members was greater than that of females

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at each institutional type. The greatest difference was in doctoral-granting institutions, where men earned an average of $15,501 more than women in public institutions; the difference was even greater, $18,615, in private institutions.

TABLE 7

Average salaries for faculty members on 9/10 month contracts in public 2-year, 4-year and private institutions by state: 2002-03*

	Public		Private		Public		Private
State	4-year	2-year		State	4-year	2-year	
CA	77,011	67,822	75,309	TX	60,886	45,941	60,389
CT	75,584	61,991	76,722	GA	60,868	43,603	57,157
DE	74,503	46,386	63,567	NE	60,739	38,756	48,682
NJ	71,497	61,042	75,440	DC	59,655	+	74,585
NV	70,287	52,248	64,999	SC	58,492	40,260	47,134
RI	68,589	52,398	71,434	KS	58,037	42,730	38,657
PA	68,544	53,838	66,473	KY	56,702	43,760	45,389
NY	68,473	59,246	71,887	TN	56,572	40,713	55,231
IA	68,104	41,690	49,167	UT	56,504	41,483	70,710
AZ	67,637	57,534	53,529	NM	56,388	39,163	27,316
MI	67,409	62,406	52,840	AL	55,881	44,480	46,017
MN	67,299	50,087	54,774	OR	55,563	49,715	56,620
MA	67,045	56,185	80,971	MO	55,108	46,678	58,598
HI	66,417	52,373	58,515	AK	54,422	66,545	45,009
MD	66,160	55,283	66,536	ME	53,290	45,272	60,713
WI	65,390	59,916	51,699	MT	53,114	36,606	39,113
VA	65,238	46,491	54,316	OK	52,635	40,302	49,751
OH	64,916	50,010	56,182	VT	51,783	+	54,766
NH	64,865	40,954	65,411	WV	51,675	41,612	42,026
FL	62,779	48,626	57,820	LA	51,558	38,455	60,141
WA	62,280	47,690	56,001	ID	51,306	41,761	45,479
CO	62,250	42,140	63,665	MS	51,207	41,452	44,017
NC	62,203	37,365	61,828	AR	50,326	37,432	46,053
IN	61,579	40,345	60,097	SD	50,179	36,916	41,660
IL	61,521	56,275	68,567	ND	48,252	36,805	37,911
WY	61,331	43,572	+				

*Ranked in descending order of average salary in public 4-year institutions.
+Indicates no institutions in this category.

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary data file, 2002-03 (early release).

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TABLE 8

Percent change in average faculty salaries for faculty on 9/10 month contracts in public 2-year, 4-year and private institutions by state: 2001-02 to 2002-03[1]

State	Public 4-year	Public 2-year	Private
WY	11.8	7.8	+
NM	9.6	-0.3	-1.0
NY	7.5	4.8	2.3
HI	6.4	6.8	1.4
MN	6.3	0.9	3.0
NE	5.3	0.7	1.8
AL	5.2	2.3	-0.3
DE	5.1	-11.0	2.8
RI	5.1	4.9	5.5
NH	4.8	2.0	-3.3
NV	4.4	0.2	45.6
CT	4.1	4.3	3.6
FL	3.9	1.7	3.0
MT	3.8	2.8	3.6
ND	3.8	4.9	3.6
OR	3.8	4.3	0.4
ME	3.6	6.9	3.1
CO	3.4	3.9	4.1
WI	3.4	4.5	2.5
TX	3.3	2.1	2.0
OH	3.2	1.5	2.9
PA	3.2	1.0	2.8
AK	3.1	2.6	2.8
AZ	2.7	4.2	-1.4
MA	2.7	2.4	3.5
KY	2.6	-0.3	1.6
WV	2.5	3.7	2.8
CA	2.4	5.2	4.8
SD	2.3	0.2	4.1
IN	2.2	2.7	2.1
MI	2.2	2.5	4.7
GA	1.8	1.9	1.9
NC	1.6	3.5	4.2
TN	1.6	4.9	4.3
AR	1.3	1.8	1.5
MD	1.3	3.1	4.5
LA	1.0	1.7	2.8
MS	1.0	-1.9	8.7
SC	0.7	0.5	1.5
OK	0.6	-0.5	2.8
UT	0.5	-2.3	6.6
VA	0.5	-0.5	2.6
IA	0.2	2.1	3.1
KS	0.1	4.2	4.6
IL	-0.1	0.8	2.5
ID	-0.5	-2.5	3.1
MO	-1.0	0.8	2.5
VT	-1.1	+	5.0
NJ	-2.2	1.9	2.9
WA	-4.2	3.9	3.3
DC	+	*	2.2

[1]Ranked in descending order of percent change in average salary in public 4-year institutions.
*Indicates no responding institutions.
+Indicates no institutions in this category.

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System, Salary data file, 2002-03 (early release).

SALARIES BY STATE

Nationally, the highest average salary for faculty members in public four-year institutions in 2002-03 was in California, where faculty members were paid $77,011 (Table 7). California was one of five states where faculty members earned more than $70,000 annually in public four-year institutions. In public two-year institutions, California also led the list with an average faculty salary of $67,822. Massachusetts faculty members were paid the highest average salaries in the private sector, $80,971. Six states, along with the District of Columbia, paid average salaries greater than $70,000 in private institutions: California, Connecticut, New Jersey, Rhode Island, New York, and Utah.

At the other end of the spectrum, the lowest-paid faculty members in public four-year institutions were in North Dakota, earning $48,252 in 2002-03. In public two-year institutions, the lowest average faculty salaries were in Montana, with an average of $36,606. New Mexico had the lowest average faculty salaries at private institutions at $27,316.

Faculty members in Wyoming had the largest average percentage salary increase in public 4- and 2-year institutions, 12 and 8 percent, respectively (Table 8). In public 4-year institutions, four other states experienced salary increases of 6 percent or higher (Hawaii, Minnesota, New Mexico, and New York), while six states experienced average salary decreases from the 2001-02 to 2002-2003 academic year. With an 11 percent decline, Delaware's community colleges experienced the largest decrease in average salaries among community colleges.

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CONCLUSION

Although faculty members are better off than they were in 1972-73, the gains are not evenly distributed. Faculty in some states lost footing between 2001-02 and 2002-03 by experiencing large declines in average salaries. Associate and assistant professors' purchasing power is falling behind. Also, women in academe continue to make less, on average, than men, especially in the higher paid doctoral-granting institutions and higher paid professorial ranks. Given the protracted recession in state taxes, the future increases in faculty salaries are not likely to be as positive.

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